

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

Information & Technology Services

Support Services

MiWorkspace - Non-supervisory

Survey Respondents  
Employees in Unit/Department  
% Survey Participation

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
	0	32	25			
	--	28	22			
	--	114%	114%			
<b>Dimensions</b>						
Upper Management*	--	--	54	--		69
Climate*	--	61	56	-5		67
Supervisor	--	74	79	5		74
Autonomy/Involvement	--	64	65	1		71
Workload	--	49	48	-1		70
Resources/Environment	--	60	53	-7		70
Recognition*	--	61	60	-1		65
Co-workers	--	76	78	2		75
Communication*	--	55	60	5		64
Training and Development*	--	53	54	1		69
Task Significance	--	77	76	-1		77
Compensation*	--	50	48	-2		56
Benefits*	--	67	80	13	▲	78
Advancement*	--	51	50	-1		65
Survey Perception*	--	62	53	-9		63
<b>Job Satisfaction</b>	--	67	63	-4		69
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	71	69	-2		80
Unit/Dept. Loyalty	--	56	56	0		77
Unit/Dept. Recommend	--	64	63	-1		74
Customer Focus	--	85	82	-3		83
U of M Commitment	--	85	81	-4		80
U of M Loyalty	--	69	73	4		77
U of M Recommendation	--	81	81	0		74
U of M Donation*	--	--	43	--		--

\*Attributes or Dimensions are new or have been modified, so a direct comparison to some past elements is not possible